



◆ Active ◆ National Guard ◆ Reserve ◆
DIMHRS
Defense Integrated Military Human Resources System



Army Defense Integrated Military Human Resources System (DIMHRS)

DIMHRS 101 Overview

As of 25 September 2008



Defense Integrated Military Human Resources System (DIMHRS) Defined

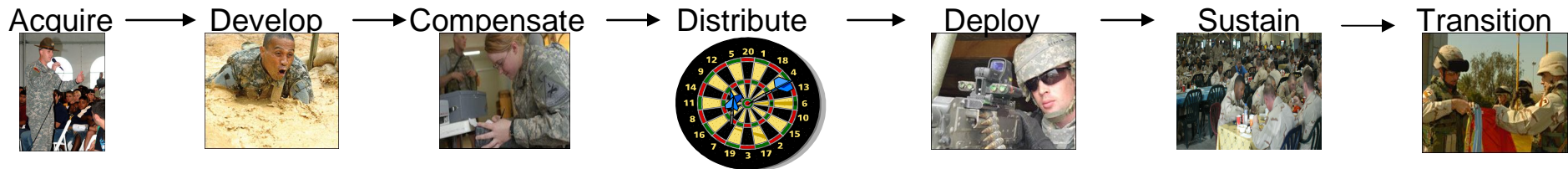
- DIMHRS is a fully integrated web-based, all-Service, all-Component, military personnel and pay system that will support military personnel throughout their careers
- DIMHRS will be implemented throughout the entire Army (All Components) in March 2009
- DIMHRS will subsume (replace) approximately 67 legacy Army systems, integrating payroll and personnel functions for the Active Army, Army National Guard, and Reserve Components
- Soldiers will be paid through DIMHRS (no longer through DJMS/MyPay) beginning at Initial Operation Capability (IOC)
- Army Military Pay will be transferred to Human Resources (HR) ownership from Finance Management (FM). The Military Personnel Division (MPD) and the S1s will be responsible for any pay related transactions and inquiries
- DIMHRS will:
 - Provide accurate and timely data on personnel assets
 - Provide standard data for comparison across Services and Components
 - Properly track Soldiers for both pay and service credit
 - Track all military personnel, including in theater
 - Provide integrated personnel and pay functions



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DIMHRS Benefits Soldiers and Commanders !!!!



Soldiers

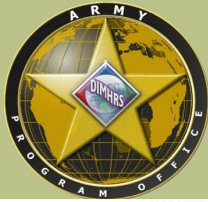
- **True Integration: One Rcd forever (regardless of Compo or Svc)**
- Self Service Capabilities
 - No waiting on line
 - Real time response
 - Capability to monitor actions
 - One system for all HR & Pay Services
 - Global Reach- Web access anywhere
- One Integrated Database
 - Soldiers sees same information as Boards (Promotion/School, etc).
 - Confidence that one correction fixes all
 - Emergency Data (DD Form 93) is same regardless of what category serving (Home Station, Mob Site, Power Projection Platform, Demob, etc.)

Commanders/CSMs & 1SGs

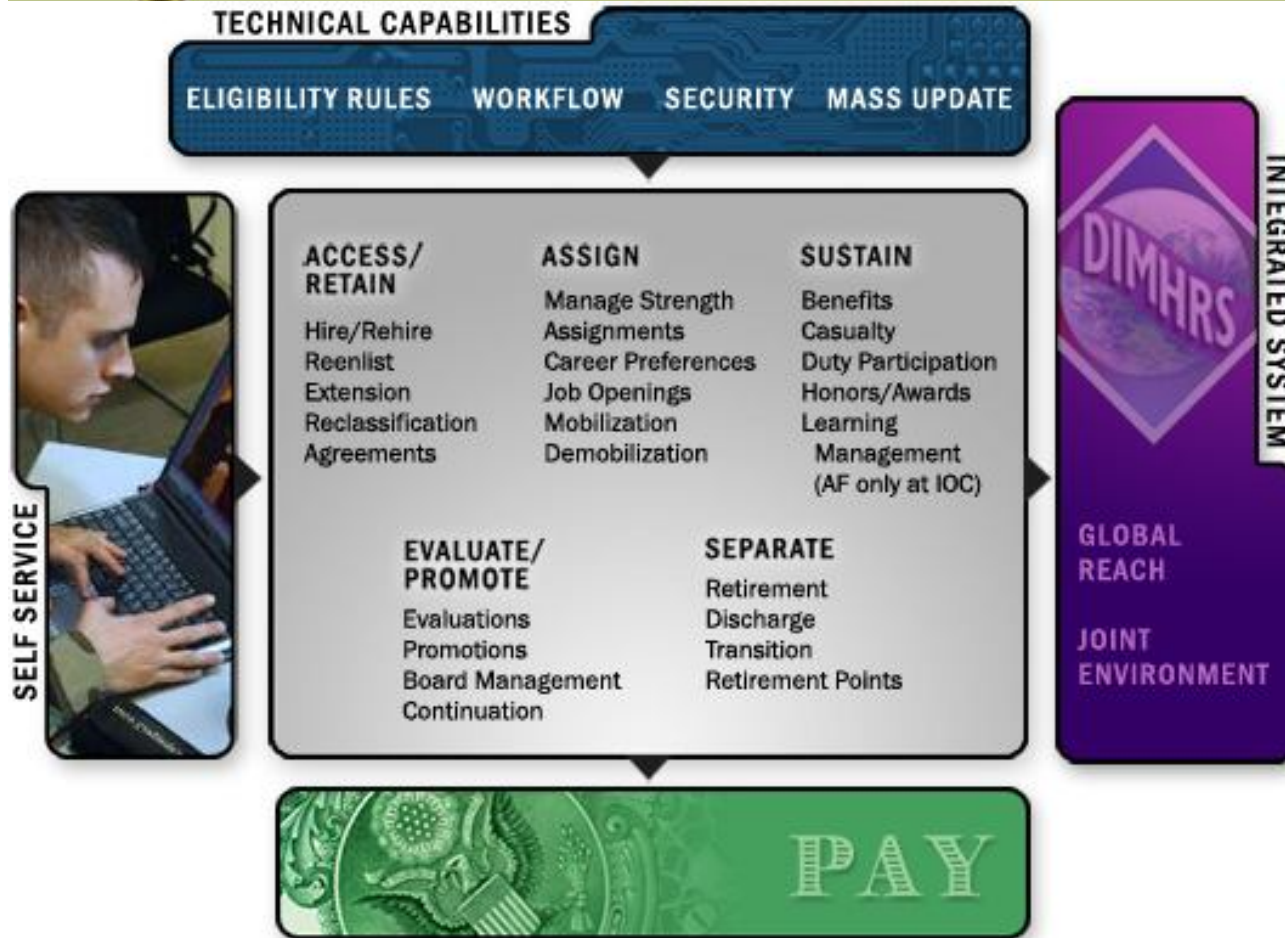
- **One system to view, access, & report on unit capabilities.**
- **One system to take care of their most important resource SOLDIERS !**
- Integrates all Components on One Database
 - Improved Readiness
 - Single AC/RC Database
 - Better Accountability
 - Less Training Requirements Training Flexibility
 - Seamless Strength Reporting
 - Personnel Asset visibility for decision support
- Integrates Personnel and Pay
 - One System to Monitor
 - Personnel Transactions directly trigger Pay
 - All HR Functions in One System



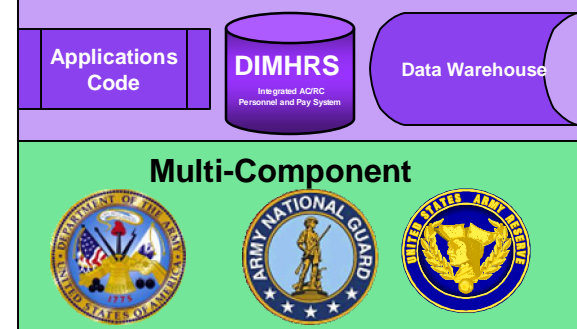
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DIMHRS Defined



One Application For Personnel & Pay



- One Record, One Soldier
- Personnel Action equals Pay transaction
- Soldier Self-Service
- Reduction of Paper
- Real-Time Reporting
- Personnel Situational Awareness



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Training Audiences

Audiences

DIMHRS Administrator (DA)

- Provides System Access
- Assigns Roles & Permissions
- Audits and Monitors User Transactions
- Management Controls

Train-the-Trainer (T3)

- Expert on DIMHRS Functionality
- Returns to Organization as DIMHRS expert
- Conducts DIMHRS overviews and classes

HR Specialists

- Provides HR Services to Soldiers
- Completes DIMHRS training for their Role

Managers

- Anyone (Military or Civilians) who supervises a Soldier
- Completes admin actions for Soldiers

Self Service

- All Soldiers must complete the Distance Education

The primary focus for training is Distance Education via the Electronic Blackboard



Over 150 Roles and specified training exercises and assessments for each Role



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Key Training Dates

- DIMHRS Training Courses:
 - Including Basic Foundation and Self-Service Courses
 - Army DIMHRS: <http://www.armydimhrs.army.mil>
 - Blackboard: <https://ssi.learn.army.mil>
- DIMHRS Administrator Course
 - 11 Aug-12 Sep 08
- Train-the-Trainer (T3) Training
 - CONUS
 - Date Currently Under Review
 - Deployed Theater
 - 10 Nov 08- 30 Jan 09



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DIMHRS Pay Disbursement

- **Last full paycheck from DJMS will be disbursed end of FEB 2009**
- **First paycheck from DIMHRS will be disbursed 15 MAR 2009**
- DIMHRS will pay regularly on the 15th and End of the Month only:
 - **First disbursement on 15th:**
 - A full pay slip arrives and details pay from first half of pay month
 - **Second disbursement at End of the Month:**
 - A full pay slip arrives and details pay from second half of pay month

Facts

- OSD mandated DIMHRS twice a month payment (2 Aug 07 memo)
- Army discontinued offering once a month pay for incoming Soldiers over 10 years ago
- Over 90% of the current Army force currently use the mid-month option
- Soldiers will be notified of this change through:
 - Training (Included within Mandated Training)
 - Strategic Communications (articles, messages etc)
 - Area of concentration in Deployment Plan
 - Operations orders and FRAGOs



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DIMHRS Allotment Options

- The way Allotments are set up now, will be the set up in DIMHRS at IOC
- Can be disbursed either
 - on both paydays during the month (15th and End of Month), **or**
 - on a monthly basis, deducted from the both pay-cycles and distributed once (End of Month)
- All reservists on active duty for 179 days or more
 - Allotments for these Soldiers will automatically stop upon completion of active duty obligation
- Rent for Military Privatized Housing is no longer an allotment. It is shown as a deduction.
- DIMHRS will deduct minor mandatory deductions from the first available pay period
 - i.e., TRICARE Dental, SGLI, and State-sponsored life insurance (ARNG only)
- **DIMHRS will NOT disburse funds for an allotment if the Soldier does not have sufficient funds in his/her account** **new**
- Six discretionary allotment max law is still law and enforced in DIMHRS



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myPay After IOC

CURRENT myPay SCREEN

myPay

Main Menu Home | Exit

Your Army Active Duty Pay Account

- Leave and Earnings Statement (LES)
- Savings Deposit Program (SDP) Statement
- Pay Changes:**
 - Allotments
 - Savings Bonds
 - Turn on/off Hard Copy of LES
- Direct Deposit:**
 - Net Pay EFT
 - Travel EFT
 - Miscellaneous EFT
- Taxes:**
 - Federal Withholding
 - State Withholding
 - Tax Statement (W-2)
 - Student Loan Repayment Program (SLRP) W-2
 - Turn on/off Hard Copy of W-2
 - SDP Tax Statement 1099-INT
 - Thrift Savings Plan (TSP)
 - Travel Voucher Advice of Payment (AOP)
 - SDP Withdrawal Request
 - Email Address
 - **Personal Settings Page** (Click here for details)

• 18 U.S.C. § 1030 prohibits unauthorized or fraudulent access to government computer systems. If the Social Security Number associated with this action is not your Social Security Number, you are in violation of this law and should exit this system immediately. Completing this action may subject you to a fine of up to \$5,000 or double the value of anything obtained via this unauthorized access, plus up to five years imprisonment.

• Travel Voucher View is available for Vouchers paid by all DFAS sites (except DFAS-Denver) within the last six (6) months.

DIMHRS IOC myPay SCREEN Capabilities

myPay

Main Menu Home | Exit

Your Army Active Duty Pay Account

- Savings Deposit Program (SDP) Statement
- Direct Deposit:**
 - Travel EFT
 - Miscellaneous EFT
- Taxes:**
 - Student Loan Repayment Program (SLRP) W-2
 - SDP Tax Statement 1099-INT
 - Travel Voucher Advice of Payment (AOP)
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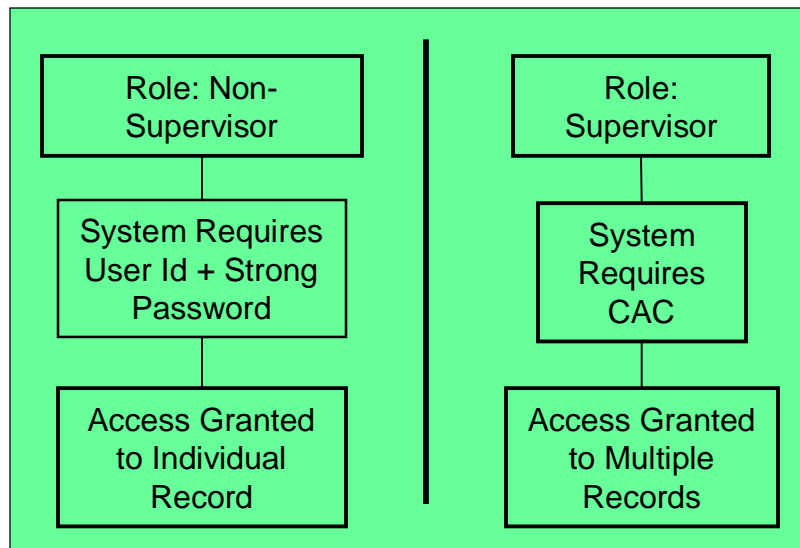
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DIMHRS Access Capabilities

1 Mar 09 Initial Operation Capability (IOC)

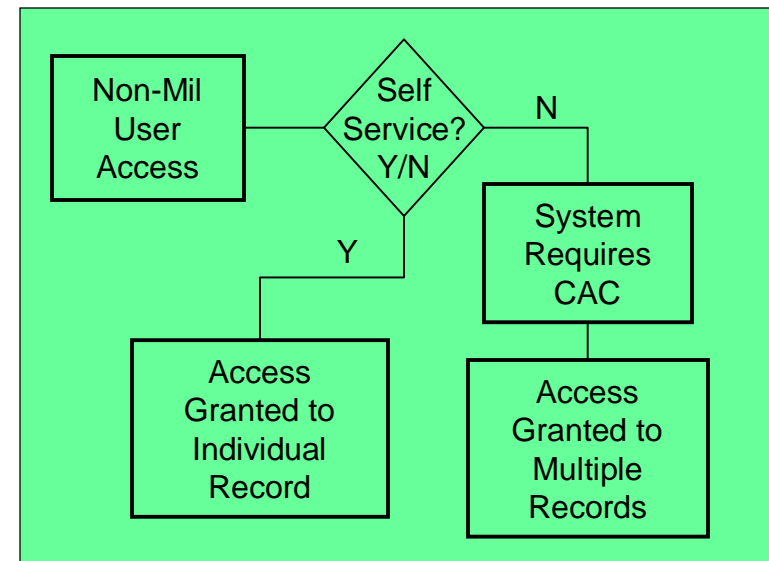
Partitioned Authentication



Must ID select manager roles as Self Service
Redesign business processes (Proxies)

Post DIMHRS IOC @ Sep 09

Dynamic Roles



Impact: Hardware investment throughout the Army



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DIMHRS User IDs and initial passwords will be delivered to Soldiers via their AKO account or .mil email address. Prior to IOC, Senior Leaders need to ensure that all their soldiers have AKO or .mil email access.



Self Service Home

[Main Menu >](#)

Self Service

Navigate to your self service information and activities.

Time Reporting Report and review your time, schedules, request absences and more. Report Time View Time User Preferences	DIMHRS Reports DIMHRS Reports Service Member Record Brief W2 Form W2c Form Member Orders	Personal Information Review and update your personal information. Employee Checklist Employee Sign/View Contract Ethnicity/Race 13 More...
Assignments Member can view Assignments Information Assignments Information	Payroll and Compensation Review your pay and compensation history. Update your direct deposit and other deduction or contribution information. Savings Bond Assignment State Tax Data W-2 Details 13 More...	Benefits Review health, insurance, savings, pension or other benefits information. Review and update dependent and beneficiary personal information. Benefits Information Dependents and Beneficiaries Benefits Summary 4 More...
Workflow User Preferences Profiles workflow user preferences.	Performance Management Access your performance and development documents, and evaluations you have done for others. My Performance Documents Other's Performance Documents My Development Documents 2 More...	Recruiting Activities Recruiting Activities Careers
	Candidate Consideration Accept or Decline Board Consideration	



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DIMHRS Active Action Page (aka DA Form 4187)

Request for Assignment

Volunteer for Assignment; Early Return of Dependents from Overseas; Assignment Curtailment/Deletion/ Early Arrival Request; etc...

USAR/ARNG Requests

Active Duty for Training (ADT), Individual Mobilization, etc...

Request for Voluntary Separation/Discharge

Enlisted Soldier Pregnancy, Hardship, etc...

Request for Enlisted Commissioning Program

Green to Gold, Officer Candidate School, etc...

Request for Record Updates

Married Army Couples Program (Joint Spouse), Sole Surviving Son or Daughter Application, etc...

Retirement Requests

Retirement Application, Retirement Pay/Points Balance Request, etc...

Request for Family Member Travel

Request for Various Waivers

Request for Transition from Reserve to Regular Commission

Request Enlistment Extension

Request for Awards

Unit Award, ARNG State Awards, etc...



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Key Decision Points impacting Everyone

- **Training is concentrated on Distance Learning**
 - DIMHRS Administrator training started 13 Aug 2008 (PDSI-G6)
 - T3/Change Agent Training – Date Currently Under Review (PDSI-G5)
- **There are two pay cycles per month (no option for once a month)**
 - Allotments can be disbursed every pay cycle or once a month
 - Bonuses and incentives are paid on paydays
 - Soldier's Pay checks may appear different in DIMHRS than it was in DJMS at Army IOC
 - DIMHRS has regularly updated state tax tables
- **Access for DIMHRS (Implementation & 6 Months after)**
 - Self-Service Users and Multiple-records Users
- **All documents will be electronically signed/routed & digitally signed**
 - DIMHRS Administrators establishes the roles and permissions
- **DIMHRS will not pivot off SSN - All Soldiers will have an Employee ID Number**
 - Homeland Security Presidential Directive/Hspd-12
- **All users must possess an AKO email account NLT 90 days prior to IOC (EmplID delivered via AKO)**



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The Bottom Line

- DIMHRS will reach Initial Operational Capability (IOC) across the Army in March 2009
- DIMHRS will eventually be DoD wide; The Air Force will deploy the system in 2009 following the Army
- Soldiers will be paid, promoted, transferred, etc through DIMHRS
- After March 2009, pay will be received on the 15th and End of the Month. Please make necessary preparations and inform your family and any others that will be affected by this decision.
- *DIMHRS is simply the tool to manage personnel and pay; the individuals working the jobs will still be the authority to get the job done.*



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Department of Defense

Payment Date: 06/30/2007

Period Begin Date: 06/16/2007

Period End Date: 06/30/2007

NAME:Wayne Gandy Grade: O3 ETS:	Employee ID: 00000000176		TAX DATA:		Federal	VA State		
	Department: W00101 -W001 704 M		Marital Status:		S	S		
	Job Title: ALL SOURCE		Allowances:		0	0		
	Pay Rate: \$3,124.50 M		Additional Pct.:					
			Additional Amt.:					
HOURS AND EARNINGS						TAXES		
-----Current-----						-----YTD-----		
Description	Rate	Hours	Earnings	Hours	Earnings	Description	Current	YTD
Base Pay			1,562.25		14,060.25	FIT Withholding	218.77	1,968.93
BAH Without Dependen			1,293.00		6,465.00	OASDI Tax	96.86	871.74
Basic Allowance/Subs			93.75		843.75	Medicare Tax	22.65	203.87
						VA Withholding	71.91	359.55
Total								
			2,949.00		21,369.00	Total	410.19	3,404.09

BEFORE-TAX DEDUCTIONS			AFTER-TAX DEDUCTIONS			EMPLOYER PAID BENEFITS		
Description	Current	YTD	Description	Current	YTD	Description	Current	YTD
			Loan Allotment	12.50	125.00			
			Loan Allotment	250.00	2500.00			
			Other Discretionary	2.50	17.50			
			Other Discretionary	250.00	1750.00			
			VEAP Allotment	25.00	162.50			
			Donation to Charity	5.00	35.00			
Total	0.00	0.00	Total	545.00	4590.00	*Taxable		
TOTAL GROSS			FED TAXABLE GROSS			TOTAL TAXES		
Current	2,949.00		1,562.25			410.19	545.00	1,993.81
YTD	21,369.00		14,060.25			3,404.09	5,407.50	12,557.41

LEAVE		
Ordinary Leave Balance-FYTD	11.250000	
Ordinary Leave	1.250000	

NET PAY DISTRIBUTION	
Summit Checking	1,993.81



Informative Resources

- Army DIMHRS Website

- <http://www.armydimhrs.army.mil>

- Latest Program Information
 - Workforce Readiness Packages (WRP)
 - Work Center Readiness Packages (WCP)
 - Deployment Plan
 - Direct email address to submit questions/concerns:
 - ahrcpsd@conus.army.mil

- DoD/EPMO DIMHRS Website

- <http://www.dimhrs.mil>

- User Productivity Kits (UPK)
 - Workforce Readiness Packages (WRP)
 - Defense Connect Online (DCO) Events



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